
Virginia's Licensed Professional Counselor Workforce: 2013

Healthcare Workforce Data Center

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Virginia Department of Health Professions
Healthcare Workforce Data Center
Perimeter Center
9960 Mayland Drive, Suite 300
Richmond, VA 23233
804-367-2115, 804-527-4466(fax)
E-mail: HWDC@dhp.virginia.gov

Follow us on Tumblr: www.vahwdc.tumblr.com

Nearly 3,000 Licensed Professional Counselors voluntarily participated in this survey. Without their efforts the work of the center would not be possible. The Department of Health Professions, the Healthcare Workforce Data Center, and the Board of Counseling express our sincerest appreciation for your ongoing cooperation.

Thank You!

Virginia Department of Health Professions

David E. Brown, D.C.
Director

Vacant
Chief Deputy Director

Healthcare Workforce Data Center Staff:

Dr. Elizabeth Carter, Ph.D.
Executive Director

Justin Crow, MPA
Research Analyst

Laura Jackson
Operations Manager

Christopher Coyle
Research Assistant

Virginia Board of Counseling

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Richmond

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Richmond

Charlotte Markva, LPC, LMFT, CSAC
Richmond

Zena Bowen, LPC, MFT
Disputanta

William R. Scott, Ph.D., LPC, MFT
Roanoke

Linda K. Seeman, Ph.D., LPC, MFT
Richmond

Executive Director

Catherine Chappell

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The Licensed Professional Counselor Workforce: At a Glance:

The Workforce

Licensees:	3,753
Virginia's Workforce:	3,351
FTEs:	3,003

Background

Rural Childhood:	28%
HS Degree in VA:	44%
Prof. Degree in VA:	66%

Current Employment

Employed in Prof.:	92%
Hold 1 Full-time Job:	53%
Satisfied?:	95%

Survey Response Rate

All Licensees:	79%
Renewing Practitioners:	89%

Education

Masters Degree:	83%
Doctoral Degree:	17%

Job Turnover

Switched Jobs:	7%
Employed over 2 yrs:	73%

Demographics

Female:	76%
Diversity Index:	25%
Median Age:	53

Finances

Median Income: \$50k-\$55k	
Health Benefits:	46%
Under 40 w/ Ed debt:	66%

Time Allocation

Patient Care:	60%-69%
Administration:	10%-19%
Patient Care Role:	59%

Source: Va. Healthcare Workforce Data Center

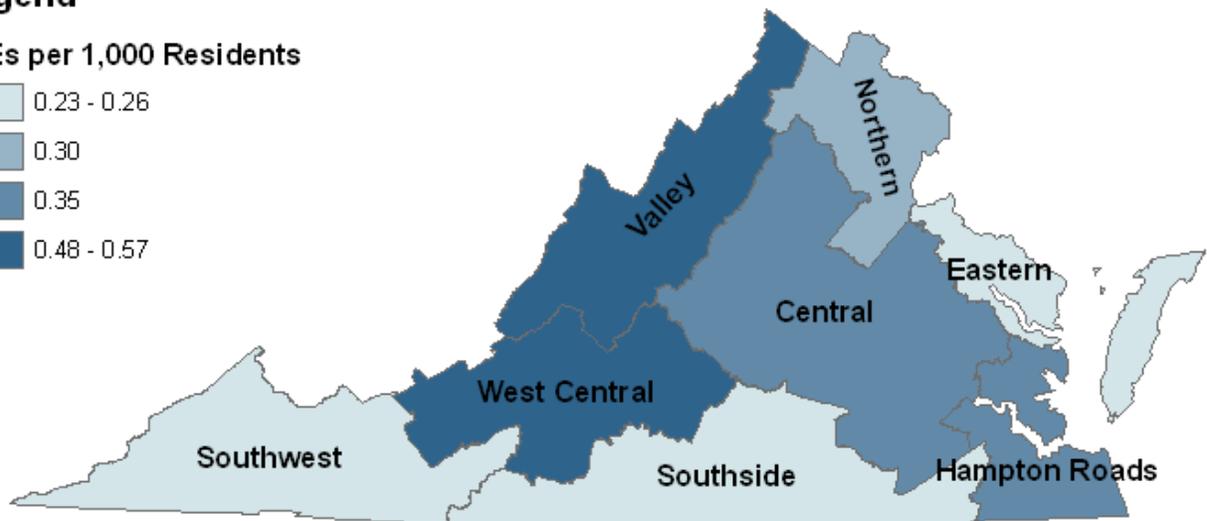
Full Time Equivalency Units per 1,000 Residents by Council on Virginia's Future Region

Source: Va Healthcare Workforce Data Center

Legend

FTEs per 1,000 Residents

	0.23 - 0.26
	0.30
	0.35
	0.48 - 0.57



July 2012 Population Estimates
from the University of Virginia's
Weldon Cooper Center for Public Service



Source: Va. Healthcare Workforce Data Center

Nearly 3,000 licensed professional counselors (LPCs) voluntarily took part in the 2013 Licensed Professional Counselor Workforce Survey. The Virginia Department of Health Professions' Healthcare Workforce Data Center (HWDC) administers the survey during the license renewal process, which takes place every June for LPCs. These survey respondents represent 79% of the 3,753 LPCs who are licensed in the state and 89% of renewing practitioners.

The HWDC estimates that 3,351 LPCs participated in Virginia's workforce during the study timeframe (July 2012-June 2013), which is defined as those who worked at least a portion of the year in the state or who live in the state and intend to return to work as a LPC at some point in the future. Virginia's LPC workforce provided 3,003 "full-time equivalency units" in 2012, which the HWDC defines simply as working 2,000 hours a year (or 40 hours per week for 50 weeks with 2 weeks off) during the study timeframe.

92% of LPCs were employed in the profession at the time of the survey. More than half held one full-time position, while more than one-quarter held two or more positions. Only 7% of LPCs switched jobs during the study timeframe, and nearly three-quarters have been at their primary work location for at least two years. 95% of LPCs indicated they were satisfied with their current employment situation, including 70% who indicated they were "very satisfied".

More than three-quarters of LPCs are female, and the median age of all LPCs is 53. In a random encounter between two LPCs, there is just a one-in-four chance that they would be of different races or ethnicities, a measure known as the diversity index. For the Virginia population as a whole, this same probability is 54%. For LPCs that are under the age of 40, the diversity index is somewhat higher at 34%.

16% of LPCs grew up in a rural area, but just 19% of these professionals currently work in non-Metro areas of the state. Meanwhile, 44% of Virginia's LPCs graduated from high school in Virginia, while two-thirds received their initial professional degree in the state. In total, approximately three-fourths of Virginia's LPC workforce has some educational background in the state.

More than four out of five LPCs hold a Masters degree as their highest professional degree, while the remaining 17% hold doctorates. Two-thirds of LPCs who are under the age of 40 currently carry educational debt. The median debt burden for those with educational debt is between \$30,000 and \$40,000.

The median annual income for LPCs is between \$50,000 and \$60,000, while one-quarter earn more than \$70,000 per year. In addition to monetary compensation, more than half of Virginia's LPCs receive at least one employer-sponsored benefit, including 46% who receive employer-sponsored health insurance.

LPCs focused most of their efforts on patient care activities. The typical LPC spent two-thirds of their time on patient care. In addition, LPCs mainly treated adults at their primary work location. Adults accounted for 75% of the typical LPC's patient workload, while children and adolescents accounted for most of the remaining patients.

A Closer Look:

Licensees		
License Status	#	%
Renewing Practitioners	3,330	89%
New Licensees	283	8%
Non-Renewals	140	4%
All Licensees	3,753	100%

Source: Va. Healthcare Workforce Data Center

Our surveys tend to achieve very high response rates. Nearly 90% of renewing LPCs submitted a survey. These represent 79% of LPCs who held a license at some point during the study timeframe.

Statistic	Response Rates		Response Rate
	Non Respondents	Respondent	
By Age			
Under 30	14	27	66%
30 to 34	57	230	80%
35 to 39	54	307	85%
40 to 44	70	370	84%
45 to 49	67	348	84%
50 to 54	92	359	80%
55 to 59	94	374	80%
60 and Over	348	942	73%
Total	796	2,957	79%
New Licenses			
Issued Since June 2012	128	155	55%
Metro Status			
Non-Metro	53	225	81%
Metro	623	2,452	80%
Not in Virginia	118	272	70%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Licensed LPCs

Number: 3,753
 New: 8%
 Not Renewed: 4%

Response Rates

All Licensees: 79%
 Renewing Practitioners: 89%

Source: Va. Healthcare Workforce Data Center

Response Rates	
Completed Surveys	2,957
Response Rate, all licensees	79%
Response Rate, Renewals	89%

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. The Survey Period:** The survey was conducted in June 2013.
- 2. Target Population:** All LPCs who held a Virginia license at some point between July 2012 and June 2013.
- 3. Survey Population:** The survey was available to LPCs who renewed their licenses online. It was not available to those who did not renew, including LPCs newly licensed in 2012 or 2013.

At a Glance:

Workforce

Virginia's Workforce: 3,351
 FTEs: 3,003

Utilization Ratios

Licensees in VA Workforce: 89%
 Licensees per FTE: 1.25
 Workers per FTE: 1.12

Source: Va. Healthcare Workforce Data Center

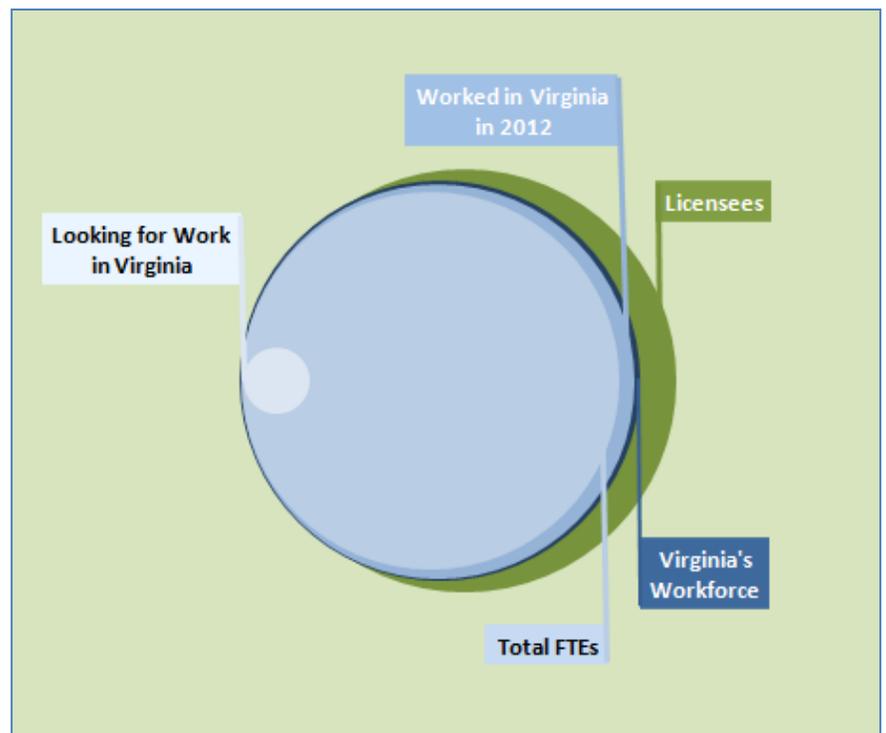
Virginia's LPC Workforce		
Status	#	%
Worked in Virginia in Past Year	3,260	97%
Looking for Work in Virginia	91	3%
Virginia's Workforce	3,351	100%
Total FTEs	3,003	
Licensees	3,753	

Source: Va. Healthcare Workforce Data Center

Definitions

- 1. Virginia's Workforce:** A licensee with a primary or secondary work site in Virginia at any time during the survey timeframe or who indicated intent to return to Virginia's workforce at any point in the future.
- 2. Full Time Equivalency Unit (FTE):** The HWDC uses 2,000 (40 hours for 50 weeks) as its baseline measure for FTEs.
- 3. Licensees in VA Workforce:** The proportion of licensees in Virginia's Workforce.
- 4. Licensees per FTE:** An indication of the number of licensees needed to create 1 FTE. Higher numbers indicate lower licensee participation.
- 5. Workers per FTE:** An indication of the number of workers in Virginia's workforce needed to create 1 FTE. Higher numbers indicate lower utilization of available workers.

This report uses weighting to estimate the figures in this report. Unless otherwise noted, figures refer to the Virginia Workforce only. For more information on HWDC's methodology visit: www.dhp.virginia.gov/hwdc



Source: Va. Healthcare Workforce Data Center

A Closer Look:

Age & Gender						
Age	Male		Female		Total	
	#	% Male	#	% Female	#	% in Age Group
Under 30	6	15%	35	85%	41	1%
30 to 34	29	12%	221	89%	249	8%
35 to 39	49	15%	278	85%	327	10%
40 to 44	60	15%	340	85%	400	12%
45 to 49	66	18%	303	82%	370	11%
50 to 54	98	24%	305	76%	403	12%
55 to 59	125	30%	297	70%	421	13%
60 +	339	32%	721	68%	1,060	32%
Total	772	24%	2,500	76%	3,272	100%

Source: Va. Healthcare Workforce Data Center

Race & Ethnicity					
Race/Ethnicity	Virginia*	LPCs		LPCs under 40	
	%	#	%	#	%
White	64%	2,829	86%	495	80%
Black	19%	245	7%	70	11%
Asian	6%	30	1%	8	1%
Other Race	0%	26	1%	5	1%
Two or more races	2%	52	2%	11	2%
Hispanic	8%	102	3%	27	4%
Total	100%	3,284	100%	616	100%

*Population data in this chart is from the US Census, ACS 1-yr estimates, 2011 vintage.

Source: Va. Healthcare Workforce Data Center

At a Glance:

Gender

% Female: 76%
 % Under 40 Female: 87%

Age

Median Age: 53
 % Under 40: 19%
 % 55+: 45%

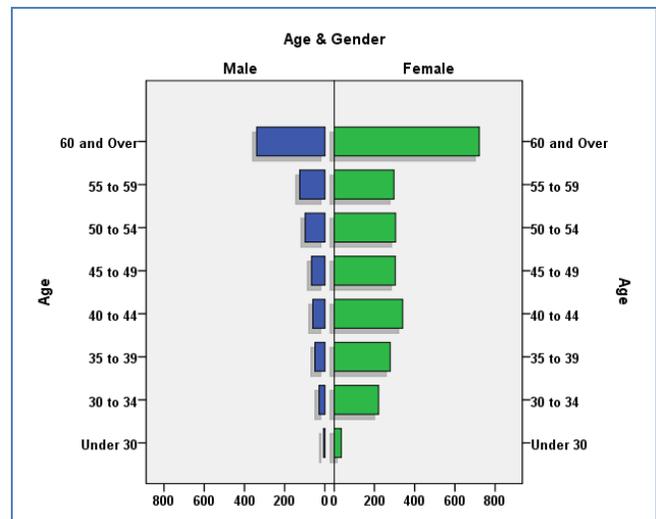
Diversity

Diversity Index: 25%
 Under 40 Div. Index: 34%

Source: Va. Healthcare Workforce Data Center

In a chance encounter between two LPCs, there is only a 25% chance they would be of a different race/ethnicity (a measure known as the Diversity Index), compared to a 54% chance for Virginia's population. The diversity index for those LPCs who are under the age of 40 is 34%.

More than three-quarters of all LPCs are female. The median age of all LPCs is 53, and only 19% of LPCs are under the age of 40.



Source: Va. Healthcare Workforce Data Center

At a Glance:

Childhood

Urban Childhood: 16%
Rural Childhood: 28%

Virginia Background

HS in Virginia: 44%
Prof. Ed. in VA: 66%
HS or Prof. Ed. in VA: 73%

Location Choice

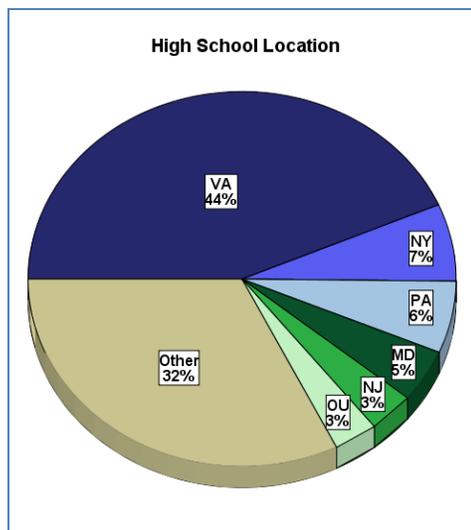
% Rural to Non-Metro: 19%
% Urban/Suburban to Non-Metro: 4%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Primary Location: USDA Rural Urban Continuum		Rural Status of Childhood Location		
Code	Description	Rural	Suburban	Urban
Metro Counties				
1	Metro, 1 million+	21%	61%	18%
2	Metro, 250,000 to 1 million	30%	54%	15%
3	Metro, 250,000 or less	39%	48%	14%
Non-Metro Counties				
4	Urban pop 20,000+, Metro adj	67%	21%	13%
6	Urban pop, 2,500-19,999, Metro adj	63%	30%	7%
7	Urban pop, 2,500-19,999, nonadj	84%	12%	4%
8	Rural, Metro adj	59%	35%	7%
9	Rural, nonadj	60%	24%	16%
Overall		28%	55%	16%

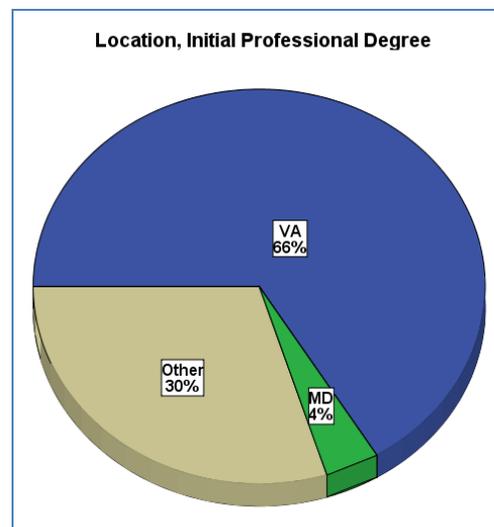
Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Nearly 30% of LPCs grew up in self-described rural areas, but only 8% currently work in non-Metro counties. In addition, only 19% of LPCs who grew up in rural areas currently work in non-Metro counties.

Nearly three-quarters of Virginia's LPCs have a background in the state, including more than one-third who received both their high school and initial professional degrees in Virginia.



Source: Va. Healthcare Workforce Data Center

Top Ten States for Licensed Professional Counselor Recruitment

Rank	All LPCs			
	High School	#	Init. Prof Degree	#
1	Virginia	1,419	Virginia	2,165
2	New York	218	Maryland	126
3	Pennsylvania	202	Washington, D.C.	95
4	Maryland	148	Ohio	62
5	New Jersey	113	North Carolina	59
6	Outside U.S./Canada	108	Pennsylvania	55
7	North Carolina	96	California	51
8	Ohio	89	Texas	48
9	Florida	83	New York	48
10	California	63	Massachusetts	46

Source: Va. Healthcare Workforce Data Center

Outside of Virginia, many LPCs received their high school education in New York, Pennsylvania and Maryland. Maryland, Washington, D.C., and Ohio were the most likely locations outside of Virginia for LPCs to receive their initial professional degree.

Rank	Licensed in the Past 5 Years			
	High School	#	Init. Prof Degree	#
1	Virginia	414	Virginia	630
2	Outside U.S./Canada	53	Maryland	37
3	Maryland	50	Washington, D.C.	26
4	Pennsylvania	49	Massachusetts	22
5	New York	49	Texas	21
6	New Jersey	28	Florida	21
7	Florida	28	Pennsylvania	20
8	North Carolina	25	Ohio	19
9	Ohio	24	Georgia	16
10	California	20	North Carolina	16

Source: Va. Healthcare Workforce Data Center

42% of LPCs who have been licensed in the past five years received their high school education in Virginia, and nearly two-thirds received their initial professional degree in the state.

Only 11% of Virginia's licensees did not participate in Virginia's LPC workforce during the survey timeframe. 70% of these licensees worked at some point in the past year, including 59% who worked as an LPC. One out of ten worked for the federal government, including 5% who worked for the military.

At a Glance:

Not in VA Workforce

Total:	401
% of Licensees:	11%
Federal/Military:	10%
Va Border State/DC:	18%

A Closer Look:

Highest Degree		
Degree	#	%
Masters	2,682	83%
Doctorate	548	17%
Total	3,230	100%

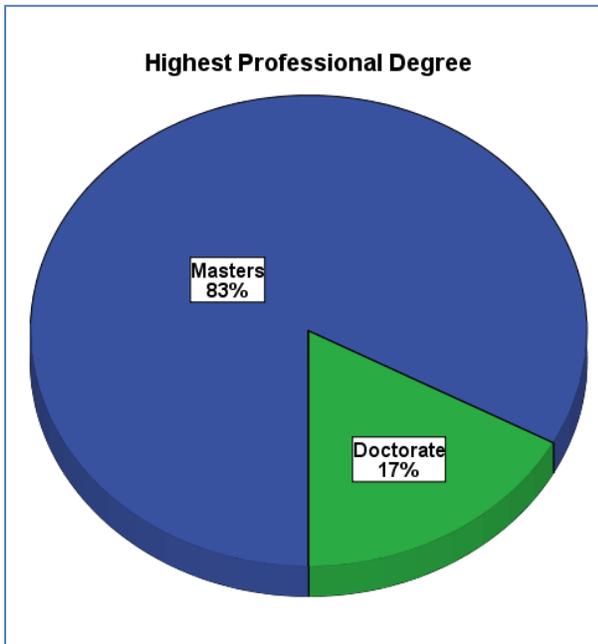
Source: Va. Healthcare Workforce Data Center

At a Glance:

Education
 Masters Degree: 83%
 Doctoral Degree: 17%

Educational Debt
 Carry debt: 32%
 Under age 40 w/ debt: 66%
 Median debt: \$30k-\$40k

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

More than four out of five LPCs hold a Masters degree as their highest professional degree. Nearly one-third of all LPCs carry education debt, including two-thirds of those under the age of 40. The median debt burden among LPCs with educational debt is between \$30,000 and \$40,000.

Educational Debt				
Amount Carried	All LPCs		LPCs under 40	
	#	%	#	%
None	1,968	68%	187	34%
\$10,000 or less	134	5%	40	7%
\$10,001-\$20,000	118	4%	42	8%
\$20,001-\$30,000	127	4%	54	10%
\$30,001-\$40,000	98	3%	40	7%
\$40,001-\$50,000	79	3%	30	6%
\$50,001-\$60,000	69	2%	37	7%
\$60,001-\$70,000	54	2%	28	5%
\$70,001-\$80,000	36	1%	16	3%
\$80,001-\$90,000	24	1%	12	2%
\$90,001-\$100,000	39	1%	12	2%
\$100,001-\$110,000	28	1%	10	2%
\$110,001-\$120,000	28	1%	8	1%
\$120,001-\$130,000	21	1%	4	1%
\$130,001-\$140,000	12	0%	6	1%
\$140,001-\$150,000	7	0%	2	0%
More than \$150,000	45	2%	17	3%
Total	2,887	100%	545	100%

At a Glance:

Primary Specialty

Mental Health:	51%
Child:	9%
Substance Abuse:	8%

Secondary Specialty

Substance Abuse:	15%
Mental Health:	14%
General Practice:	14%

More than half of all LPCs had a primary specialty in mental health. Meanwhile, 9% had a primary specialty in children, and 8% had a primary specialty in substance abuse. Among those LPCs with a secondary specialty, 15% had a specialty in substance abuse, while 14% each had a specialty in either mental health or general practice.

Specialty	Specialties			
	Primary		Secondary	
	#	%	#	%
Mental Health	1,635	51%	408	14%
Child	293	9%	231	8%
Substance Abuse	244	8%	427	15%
General Practice (Non-Specialty)	226	7%	394	14%
Family	217	7%	380	13%
Behavioral Disorders	150	5%	243	8%
Marriage	108	3%	249	9%
School/Educational	89	3%	130	5%
Sex Offender Treatment	33	1%	43	1%
Vocational/Work Environment	32	1%	39	1%
Rehabilitation	19	1%	28	1%
Forensic	9	0%	31	1%
Health/Medical	8	0%	24	1%
Industrial/Organizational	8	0%	10	0%
Gerontologic	5	0%	9	0%
Human Factors	4	0%	7	0%
Experimental/Research	4	0%	6	0%
Public Health	4	0%	4	0%
Neurology	1	0%	3	0%
Social	0	0%	12	0%
Other Specialty Area	110	3%	209	7%
Total	3,199	100%	2,886	100%

At a Glance:

Employment

Employed in Profession: 92%
Involuntarily Unemployed: 1%

Positions Held

1 Full-time: 53%
2 or More Positions: 26%

Weekly Hours:

40 to 49: 42%
60 or more: 6%
Less than 30: 19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Current Work Status		
Status	#	%
Employed, capacity unknown	1	0%
Employed in a behavioral sciences-related capacity	3,012	92%
Employed, NOT in a behavioral sciences-related capacity	102	3%
Not working, reason unknown	0	0%
Involuntarily unemployed	17	1%
Voluntarily unemployed	73	2%
Retired	67	2%
Total	3,273	100%

Source: Va. Healthcare Workforce Data Center

Current Positions		
Positions	#	%
No Positions	157	5%
One Part-Time Position	535	17%
Two Part-Time Positions	174	5%
One Full-Time Position	1,685	53%
One Full-Time Position & One Part-Time Position	550	17%
Two Full-Time Positions	16	1%
More than Two Positions	82	3%
Total	3,199	100%

Source: Va. Healthcare Workforce Data Center

Current Weekly Hours		
Hours	#	%
0 hours	157	5%
1 to 9 hours	110	3%
10 to 19 hours	208	6%
20 to 29 hours	289	9%
30 to 39 hours	483	15%
40 to 49 hours	1,344	42%
50 to 59 hours	430	13%
60 to 69 hours	153	5%
70 to 79 hours	29	1%
80 or more hours	19	1%
Total	3,222	100%

Source: Va. Healthcare Workforce Data Center

92% of LPCs were employed in their profession. More than half of LPCs held one full-time job, while more than one-quarter held multiple jobs. 57% of LPCs worked between 30 and 50 hours per week, while only 6% worked more than 60 hours per week.

A Closer Look:

Income		
Hourly Wage	#	%
Volunteer Work Only	38	1%
\$20,000 or less	247	9%
\$20,001-\$30,000	194	7%
\$30,001-\$40,000	248	9%
\$40,001-\$50,000	392	15%
\$50,001-\$60,000	507	19%
\$60,001-\$70,000	387	15%
\$70,001-\$80,000	251	10%
\$80,001-\$90,000	179	7%
More than \$90,000	198	7%
Total	2,641	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Earnings
 Median Income: \$50k-\$60k
 Middle 50%: \$30k-\$70k

Benefits
 Employer Health Insurance: 46%
 Employer Retirement: 37%

Satisfaction
 Satisfied: 95%
 Very Satisfied: 70%

Employer-Sponsored Benefits		
Benefit	#	%
Signing/Retention Bonus	55	2%
Dental Insurance	1,209	40%
Health Insurance	1,373	46%
Paid Leave	1,436	48%
Group Life Insurance	1,041	35%
Retirement	1,128	37%
Receive at least one benefit	1,659	55%

*From any employer at time of survey.

Source: Va. Healthcare Workforce Data Center

The median income for LPCs is between \$50,000 and \$60,000 per year, while one-quarter of LPCs earned more than \$70,000 per year. In addition, 55% of all LPCs received at least one employer-sponsored benefit at their place of work, including 46% who received health insurance.

95% of LPCs are satisfied with their job, including 70% who are very satisfied with their current work circumstances.

Job Satisfaction		
Level	#	%
Very Satisfied	2,208	70%
Somewhat Satisfied	775	25%
Somewhat Dissatisfied	128	4%
Very Dissatisfied	39	1%
Total	3,150	100%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Employment Instability in Past Year		
In the past year did you . . . ?	#	%
Experience Involuntary Unemployment?	47	1%
Experience Voluntary Unemployment?	145	4%
Work Part-time or temporary positions, but would have preferred a full-time/permanent position?	84	3%
Work two or more positions at the same time?	941	28%
Switch employers or practices?	218	7%
Experienced at least 1	1,237	37%

Source: Va. Healthcare Workforce Data Center

Only 1% of Virginia’s LPCs experienced involuntary unemployment at some point during the renewal cycle. By comparison, Virginia’s average monthly unemployment rate was 5.9% in 2012.²

Location Tenure				
Tenure	Primary		Secondary	
	#	%	#	%
Not Currently Working at this Location	65	2%	35	4%
Less than 6 Months	111	4%	95	11%
6 Months to 1 Year	195	6%	91	10%
1 to 2 Years	473	15%	152	17%
3 to 5 Years	651	21%	211	24%
6 to 10 Years	619	20%	158	18%
More than 10 Years	994	32%	147	17%
Subtotal	3,107	100%	889	100%
Did not have location	100		2,417	
Item Missing	144		46	
Total	3,351		3,351	

Source: Va. Healthcare Workforce Data Center

Two-thirds of LPCs received either a salary or an hourly wage at their primary work site. In addition, more than one in five LPCs earned income from their own practice.

At a Glance:

Unemployment Experience

Involuntarily Unemployed: 1%
Underemployed: 3%

Turnover & Tenure

Switched Jobs: 7%
New Location: 16%
Over 2 years: 73%
Over 2 yrs, 2nd location: 58%

Employment Type

Salary or Wage: 66%
Business/Practice Income: 22%

Source: Va. Healthcare Workforce Data Center

Nearly three-quarters of LPCs have worked at their primary location for more than 2 years—the job tenure normally required to get a conventional mortgage loan.

Employment Type		
Primary Work Site	#	%
Salary/ Commission	1,442	55%
Hourly Wage	292	11%
By Contract	285	11%
Business/ Practice Income	573	22%
Unpaid	26	1%
Subtotal	2,618	100%
Did not have location	100	
Item Missing	633	

Source: Va. Healthcare Workforce Data Center

¹ As reported by the US Bureau of Labor Statistics. The non-seasonally adjusted monthly unemployment rate ranged from 6.4% in January to 5.4% in November.

At a Glance:

Concentration

Top Region:	31%
Top 3 Regions:	69%
Lowest Region:	1%

Locations

2 or more (Study Timeframe):	28%
2 or more (Now*):	27%

Source: Va. Healthcare Workforce Data Center

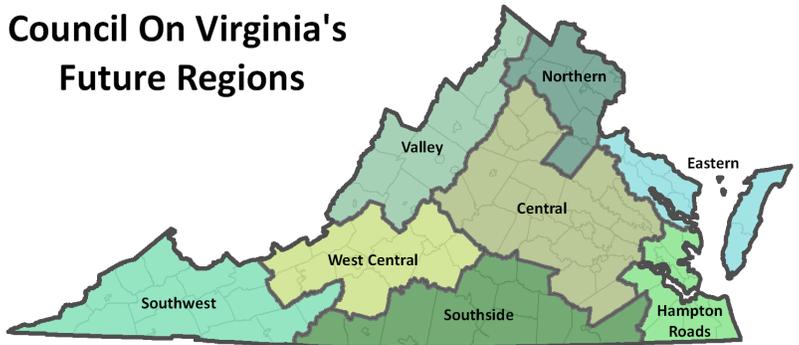
Approximately two-thirds of LPCs worked in Northern Virginia, Hampton Roads or Central Virginia. Meanwhile, only 7% of LPCs worked in Southwest Virginia, Southside Virginia or Eastern Virginia.

A Closer Look:

Regional Distribution of Work Locations				
COVF Region	Primary Location		Secondary Location	
	#	%	#	%
Central	600	19%	203	22%
Eastern	36	1%	6	1%
Hampton Roads	611	20%	184	20%
Northern	955	31%	236	26%
Southside	96	3%	28	3%
Southwest	98	3%	27	3%
Valley	267	9%	59	7%
West Central	443	14%	120	13%
Virginia Border State/DC	5	0%	14	2%
Other US State	8	0%	25	3%
Outside of the US	1	0%	3	0%
Total	3,120	100%	905	100%
Item Missing	131		29	

Source: Va. Healthcare Workforce Data Center

Council On Virginia's Future Regions



Nearly 70% of all LPCs had just one work location during the survey timeframe. Only 15% of LPCs had at least three primary work locations.

Number of Work Locations

Locations	Work Locations (Survey Period)		Work Locations Now*	
	#	%	#	%
0	100	3%	148	5%
1	2,317	69%	2,177	68%
2	439	13%	437	14%
3	416	12%	381	12%
4	39	1%	24	1%
5	16	1%	16	1%
6 or More	24	1%	11	0%
Total	3,351	100%	3,193	100%

*At the time of survey completion, June 2013.

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Sector	Location Sector			
	Primary Location		Secondary Location	
	#	%	#	%
For-Profit	1,523	52%	593	67%
Non-Profit	563	19%	147	17%
State/Local Government	788	27%	120	14%
Veterans Administration	9	0%	0	0%
U.S. Military	38	1%	12	1%
Other Federal Government	33	1%	8	1%
Total	2,954	100%	880	100%
Did not have location	100		2,417	
Item Missing	298		55	

Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Sector

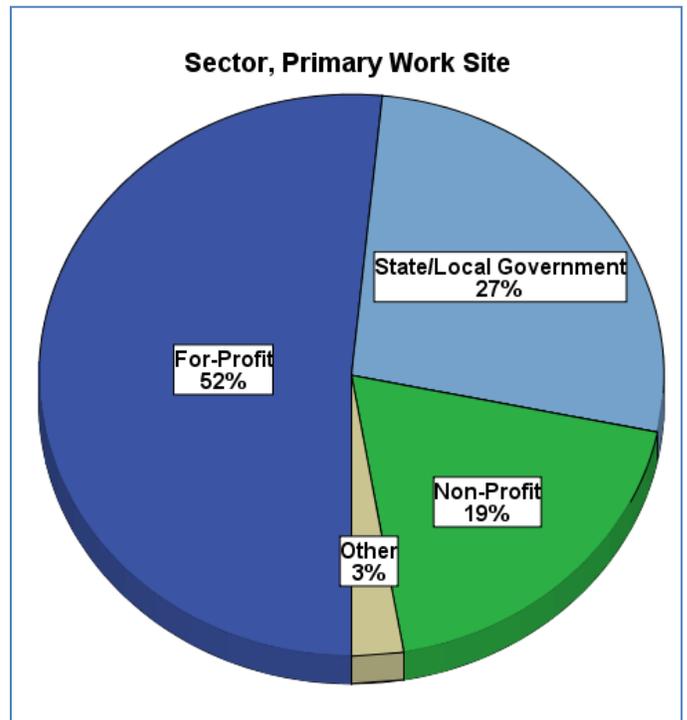
For Profit:	52%
Federal:	3%

Top Establishments

Solo or Group Practice:	36%
Comm. Services Boards:	17%
Mental Health Facilities (Inpatient or Outpatient):	16%

Source: Va. Healthcare Workforce Data Center

More than 70% of LPCs worked in the private sector, including 52% in for-profit establishments. More than one in four LPCs worked for the state government, while just 3% worked for the federal government.



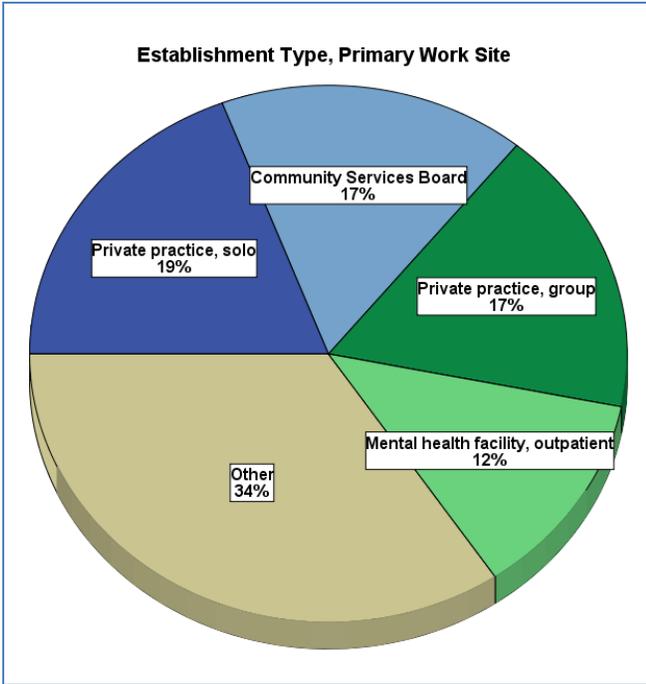
Source: Va. Healthcare Workforce Data Center

Establishment Type	Location Type			
	Primary Location		Secondary Location	
	#	%	#	%
Private Practice (Solo)	545	19%	195	23%
Private Practice (Group)	491	17%	180	21%
Community Service Board	473	17%	59	7%
Mental Health Facility (Outpatient)	353	12%	98	11%
Community-Based Clinic/Health Center	219	8%	55	6%
School (Patient Care)	165	6%	16	2%
Academic Institution (Teaching)	102	4%	72	8%
Mental Health Facility (Inpatient)	89	3%	29	3%
Corrections/Jail	58	2%	9	1%
Hospital (General)	46	2%	20	2%
Rehabilitation Facility	26	1%	8	1%
Administrative/Regulatory	19	1%	9	1%
Physician Office	10	0%	3	0%
Home Health Care	6	0%	5	1%
Long-Term Care Facility/Nursing Home	1	0%	4	0%
Other Practice Setting	237	8%	95	11%
Total	2,840	100%	857	100%
Does not have location	100		2,417	

More than one-third of all LPCs worked in either a solo or group practice at their primary work location. Community Service Boards and mental health facilities were also common establishment types for LPCs at their primary work location.

Source: Va. Healthcare Workforce Data Center

Among those LPCs who also had a secondary work location, 44% were in private practice. Another 15% worked for mental health facilities, while approximately one in ten worked for an academic institution or school.



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Typical Time Allocation

Patient Care:	60%-69%
Administration:	10%-19%
Supervisory:	1%-9%
Education:	1%-9%
Research:	1%-9%

Roles

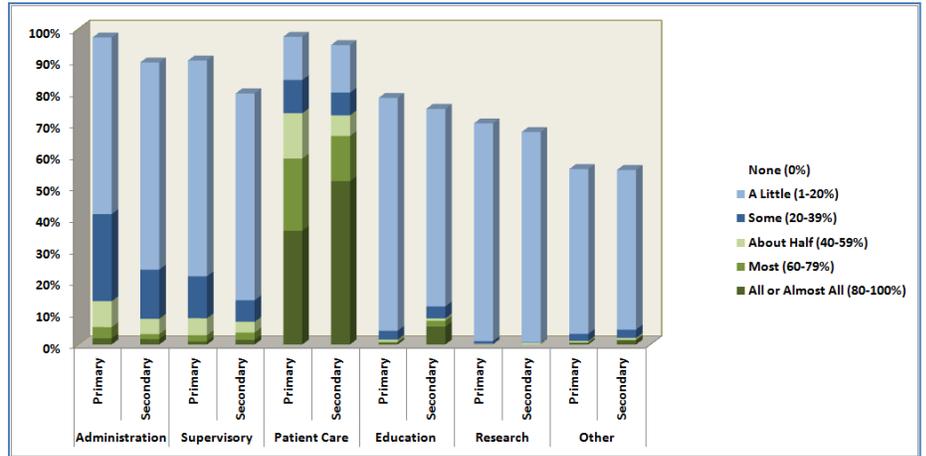
Patient Care:	59%
Administrative:	5%
Supervisory:	3%
Education:	1%
Research:	0%

Admin. Time

Median Admin Time:	10%-19%
Ave. Admin Time:	10%-19%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

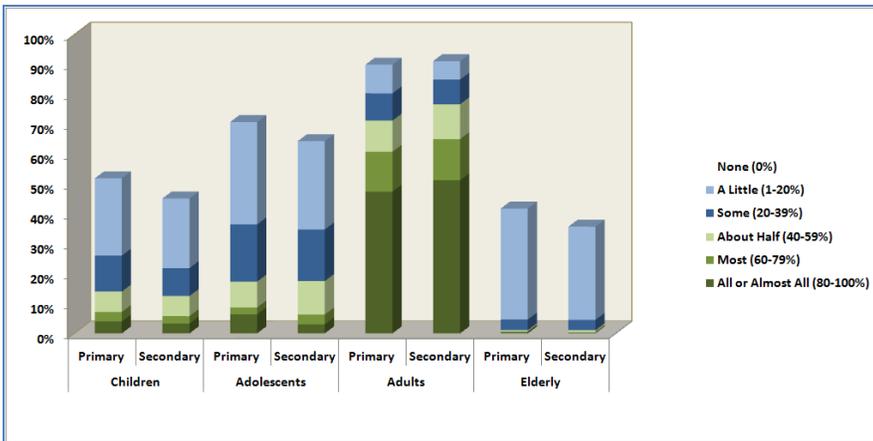


Source: Va. Healthcare Workforce Data Center

A typical LPC spends approximately two-thirds of her time on patient care activities. Nearly 60% of LPCs fill a patient care role, defined as spending 60% or more of their time on patient care activities.

Time Spent	Time Allocation											
	Patient Care		Supervisory		Admin.		Education		Research		Other	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	36%	52%	1%	1%	2%	2%	0%	6%	0%	0%	0%	1%
Most (60-79%)	23%	14%	2%	2%	4%	2%	0%	2%	0%	0%	0%	0%
About Half (40-59%)	14%	7%	5%	3%	8%	5%	1%	1%	0%	1%	0%	1%
Some (20-39%)	11%	7%	13%	7%	28%	16%	3%	4%	1%	0%	2%	3%
A Little (1-20%)	14%	15%	68%	66%	56%	66%	74%	63%	69%	67%	52%	51%
None (0%)	2%	5%	10%	20%	3%	11%	22%	25%	30%	33%	44%	45%

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

At a Glance: (Primary Locations)

Patient Allocation

Children: 1%-9%
 Adolescents: 10%-19%
 Adults: 70%-79%
 Elderly: 0%

Roles

Children: 7%
 Adolescents: 9%
 Adults: 61%
 Elderly: 1%

Source: Va. Healthcare Workforce Data Center

Approximately three-quarters of the typical LPC's patients are adults. In addition, 61% of LPCs had a primary work location where at least 60% of their patients were adults.

Patient Allocation								
Time Spent	Children		Adolescents		Adults		Elderly	
	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site	Prim. Site	Sec. Site
All or Almost All (80-100%)	4%	3%	6%	3%	47%	51%	0%	0%
Most (60-79%)	3%	2%	2%	3%	13%	14%	0%	0%
About Half (40-59%)	7%	7%	9%	11%	10%	12%	1%	1%
Some (20-39%)	12%	9%	19%	17%	9%	8%	4%	3%
A Little (1-20%)	26%	23%	34%	30%	10%	6%	37%	31%
None (0%)	48%	55%	29%	36%	10%	9%	58%	64%

Source: Va. Healthcare Workforce Data Center

A Closer Look:

Retirement Expectations				
Expected Retirement Age	All LPCs		LPCs over 50	
	#	%	#	%
Under age 50	20	1%	-	-
50 to 54	52	2%	-	-
55 to 59	132	5%	31	2%
60 to 64	493	18%	213	13%
65 to 69	862	31%	499	31%
70 to 74	585	21%	396	25%
75 to 79	192	7%	144	9%
80 or over	70	3%	52	3%
I do not intend to retire	377	14%	263	16%
Total	2,783	100%	1,598	100%

Source: Va. Healthcare Workforce Data Center

At a Glance:

Retirement Expectations

All LPCs

Under 65: 25%

Under 60: 7%

LPCs 50 and over

Under 65: 15%

Under 60: 2%

Time until Retirement

Within 2 years: 5%

Within 10 years: 27%

Half the workforce: by 2033

Source: Va. Healthcare Workforce Data Center

Nearly one out of five LPCs expect to retire between the ages of 60 and 64, while nearly half expect to retire at some point in their 60s. Among LPCs who are over the age of 50, 15% expect to retire by age 65, while 45% expect to retire at some point in their 60s. More than half of LPCs who are age 50 and over expect to work through at least age 70, including 16% who do not intend to retire at all.

Within the next two years, only 4% of Virginia’s LPCs plan on leaving either the profession or the state. Meanwhile, 17% of LPCs plan on increasing patient care hours, and 14% plan on pursuing additional education over the next two years.

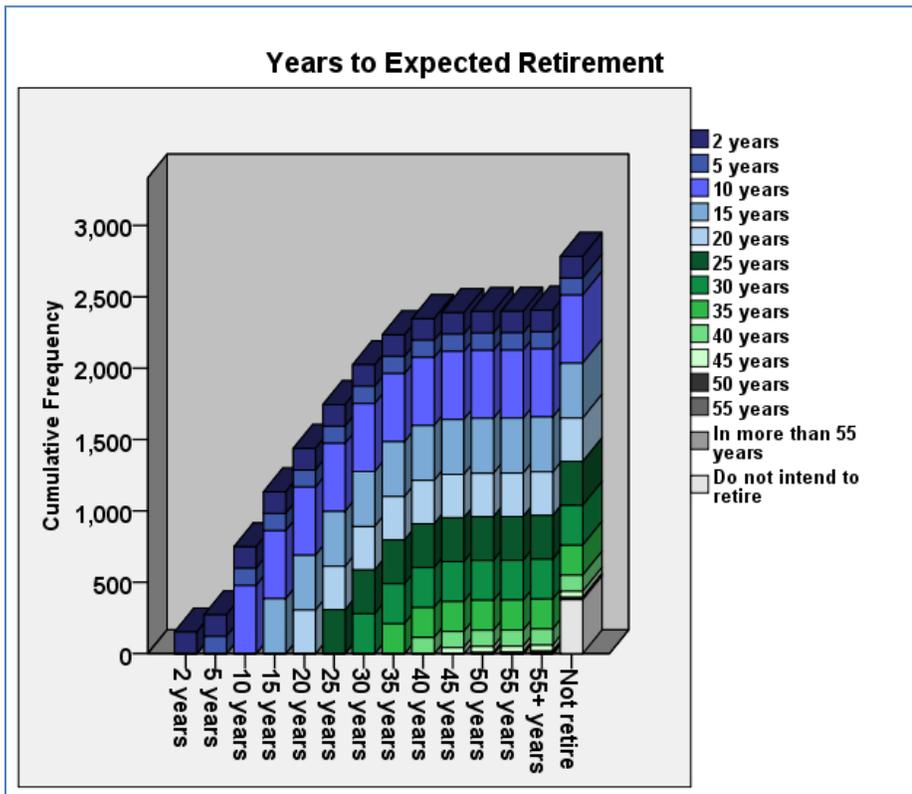
Future Plans		
2 Year Plans:	#	%
Decrease Participation		
Leave Profession	41	1%
Leave Virginia	79	2%
Decrease Patient Care Hours	310	9%
Decrease Teaching Hours	30	1%
Increase Participation		
Increase Patient Care Hours	571	17%
Increase Teaching Hours	255	8%
Pursue Additional Education	468	14%
Return to Virginia’s Workforce	18	1%

Source: Va. Healthcare Workforce Data Center

By comparing retirement expectation to age, we can estimate the maximum years to retirement for LPCs. One out of ten LPCs expect to retire in the next five years, while more than one-quarter expects to retire in the next 10 years. More than half of the current LPC workforce expects to retire by 2033.

Time to Retirement			
Expect to retire within . . .	#	%	Cumulative %
2 years	151	5%	5%
5 years	121	4%	10%
10 years	477	17%	27%
15 years	385	14%	41%
20 years	304	11%	52%
25 years	307	11%	63%
30 years	279	10%	73%
35 years	210	8%	80%
40 years	113	4%	84%
45 years	42	2%	86%
50 years	8	0%	86%
55 years	1	0%	86%
In more than 55 years	8	0%	86%
Do not intend to retire	377	14%	100%
Total	2,783	100%	

Source: Va. Healthcare Workforce Data Center



Source: Va. Healthcare Workforce Data Center

Using these estimates, retirements will begin to reach over 10% of the current workforce every 5 years by 2023. Retirements will peak at 17% of the current workforce in the same year before declining to under 10% of the current workforce again around 2048. In total, approximately half of the current LPC workforce expects to retire between 2023 and 2038.

At a Glance:

FTEs

Total: 3,003

Average: 0.92

Age & Gender Effect

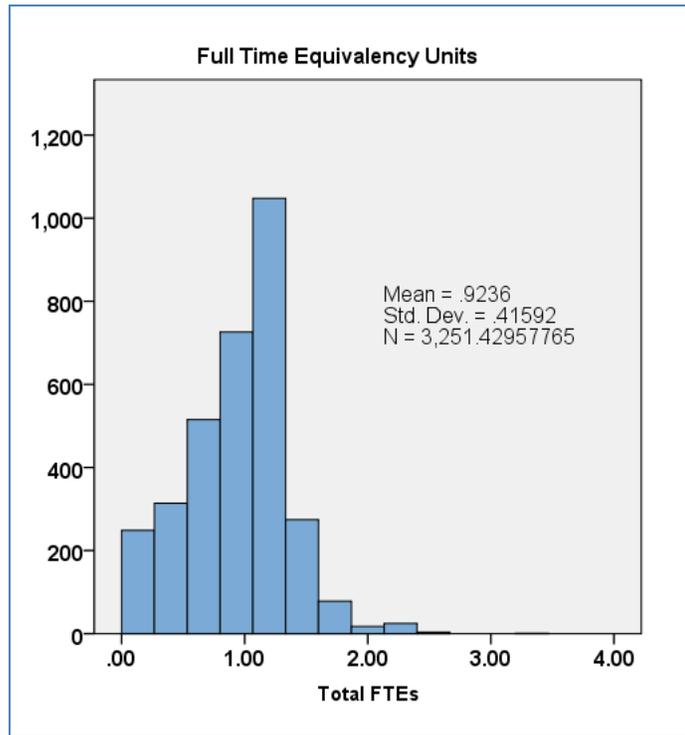
Age, Partial Eta²: .033

Gender, Partial Eta²: .008

Partial Eta² Explained:
 Partial Eta² is a statistical measure of effect size.

- .01=Small Effect
- .06=Medium Effect
- .138=Large Effect

A Closer Look:

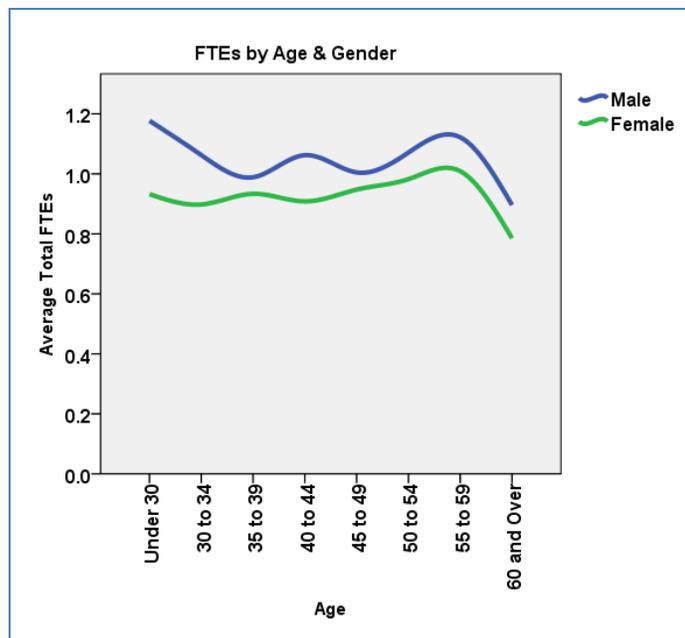


Source: Va. Healthcare Workforce Data Center

The typical (median) LPC provided 0.99 FTEs, or approximately 38 hours per week for 52 weeks. Although FTEs appear to vary by age and gender, statistical tests did not verify a difference exists.²

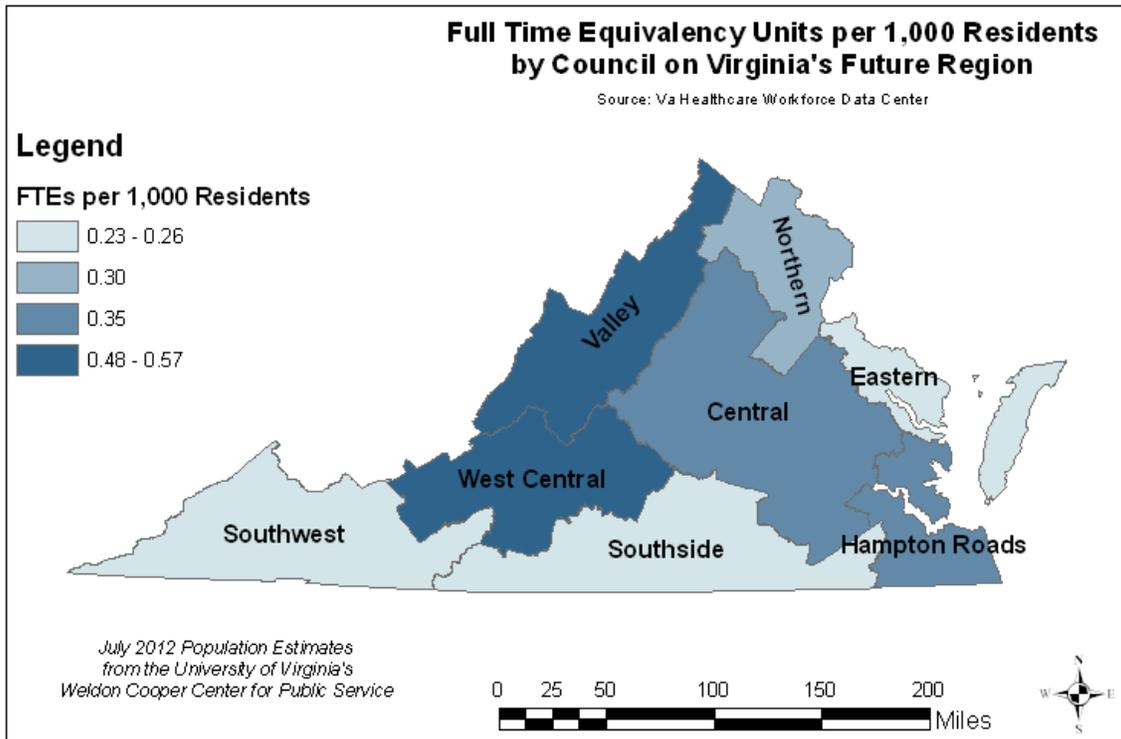
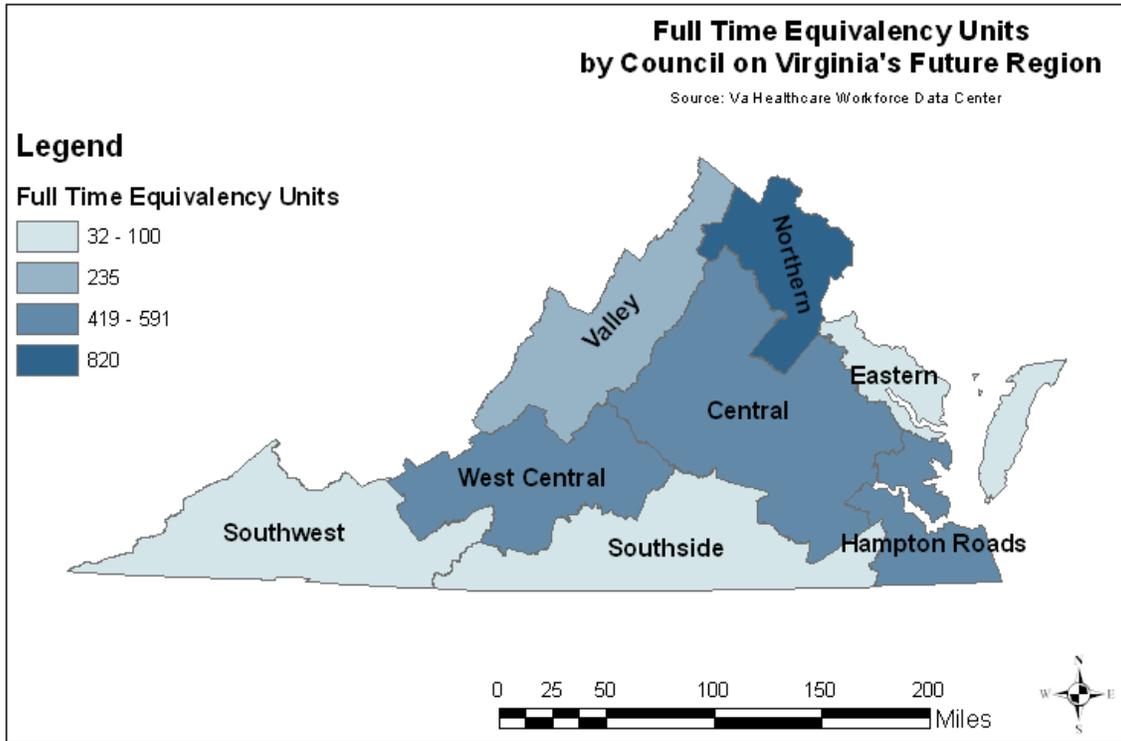
Full-Time Equivalency Units		
Age	Average	Median
Age		
Under 30	0.97	1.08
30 to 34	0.92	0.97
35 to 39	0.94	1.03
40 to 44	0.93	0.97
45 to 49	0.96	1.06
50 to 54	1.00	1.08
55 to 59	1.04	1.10
60 and Over	0.83	0.88
Gender		
Male	0.99	1.08
Female	0.90	0.94

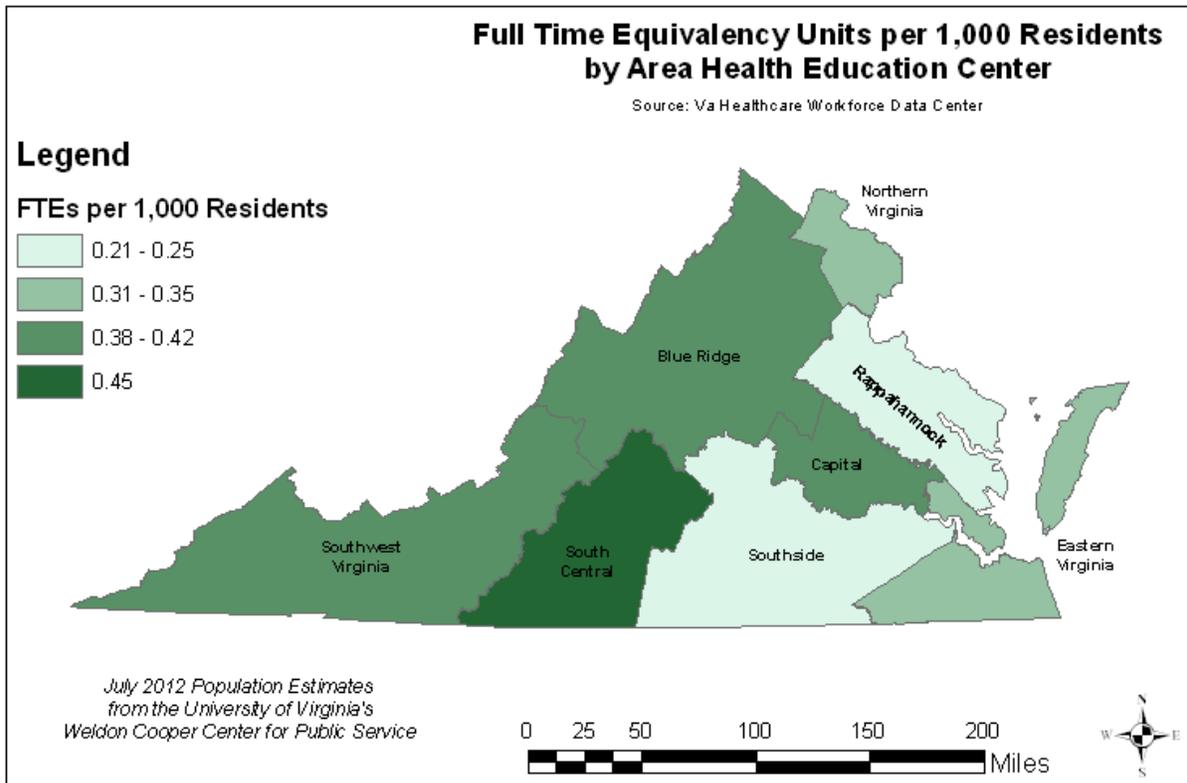
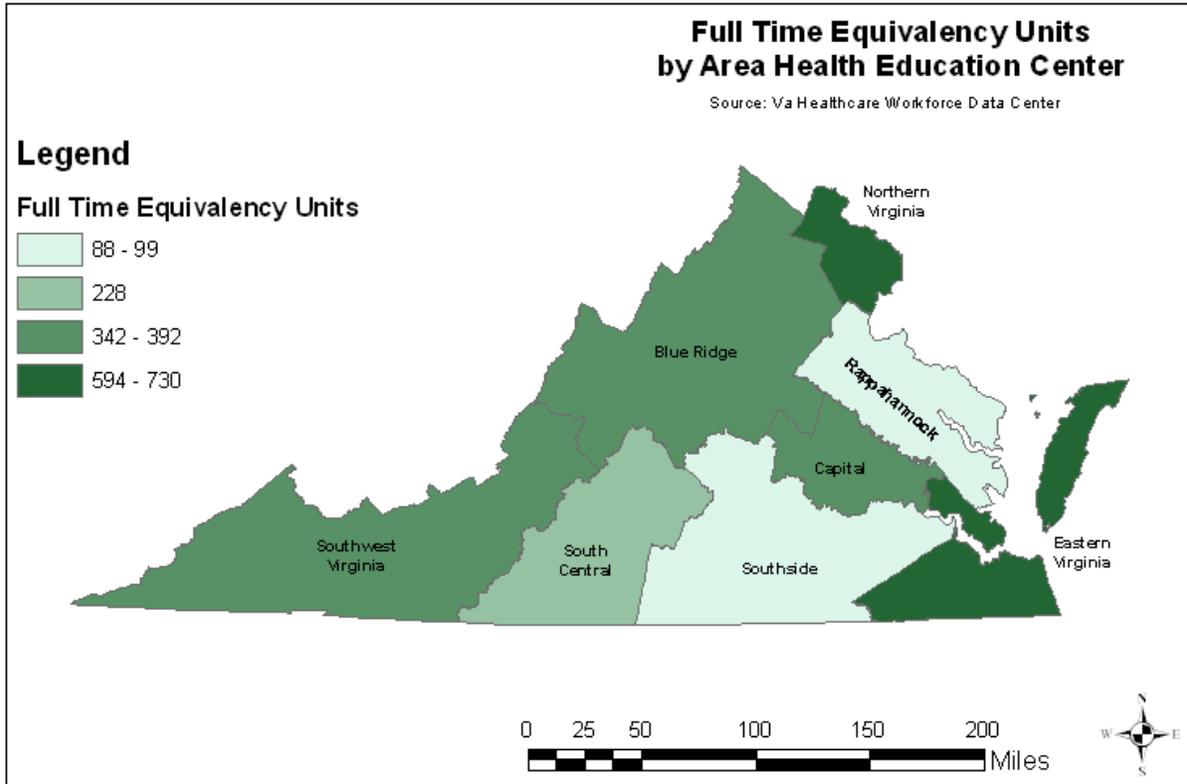
Source: Va. Healthcare Workforce Data Center

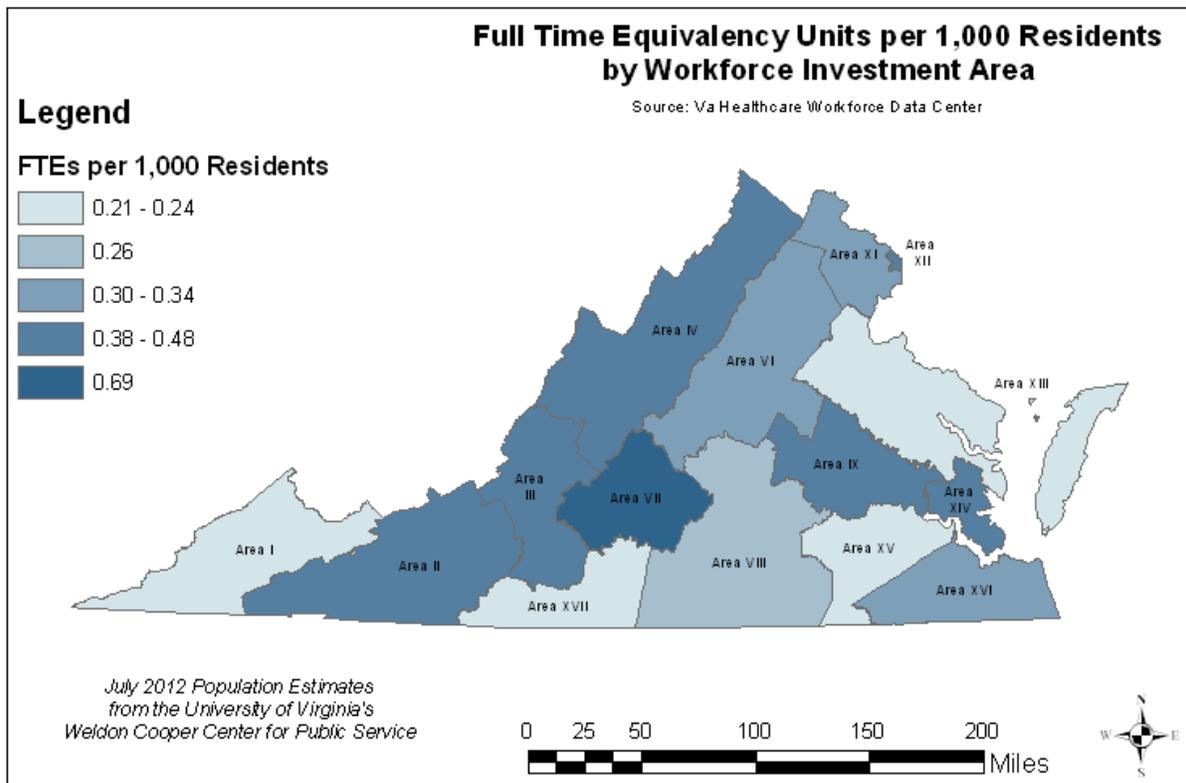
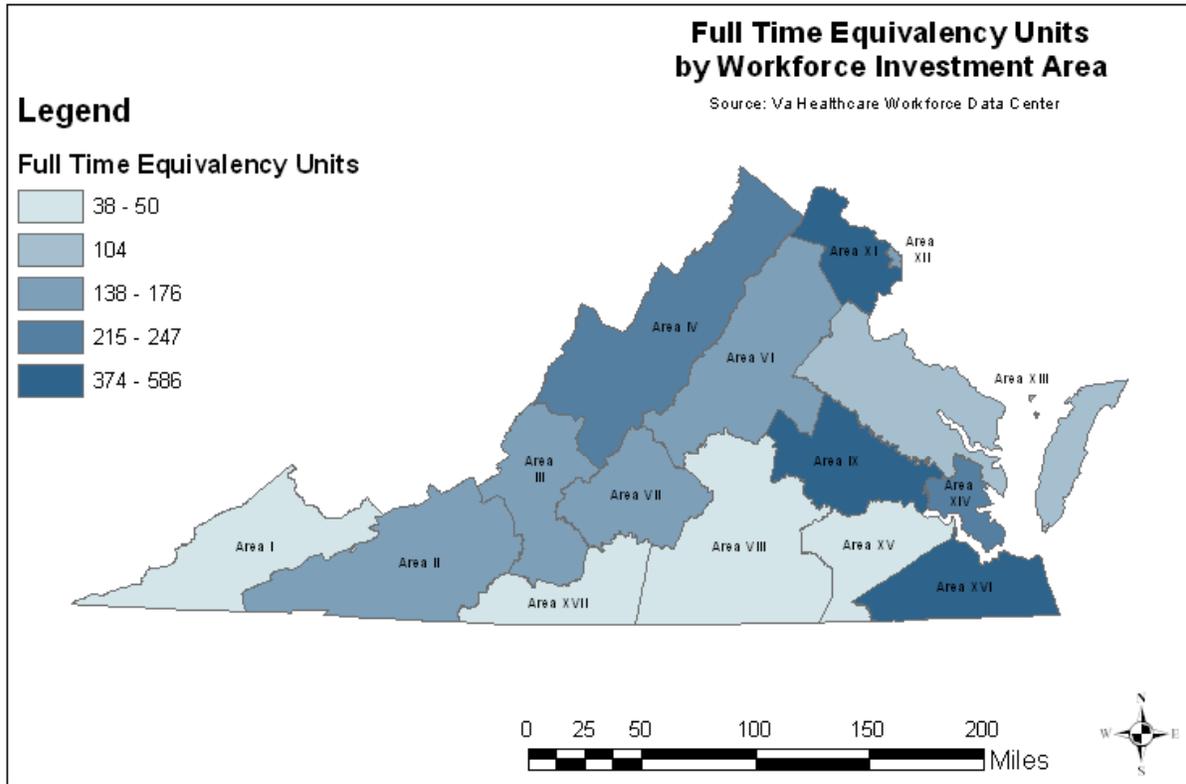


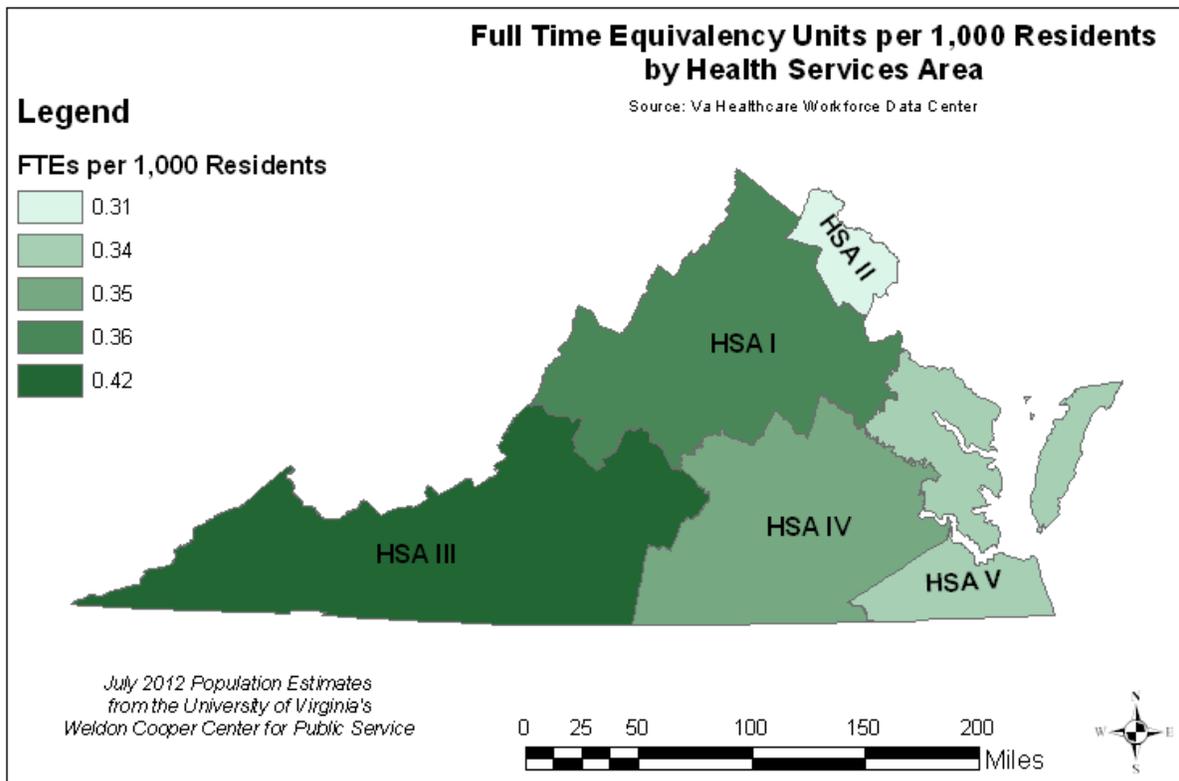
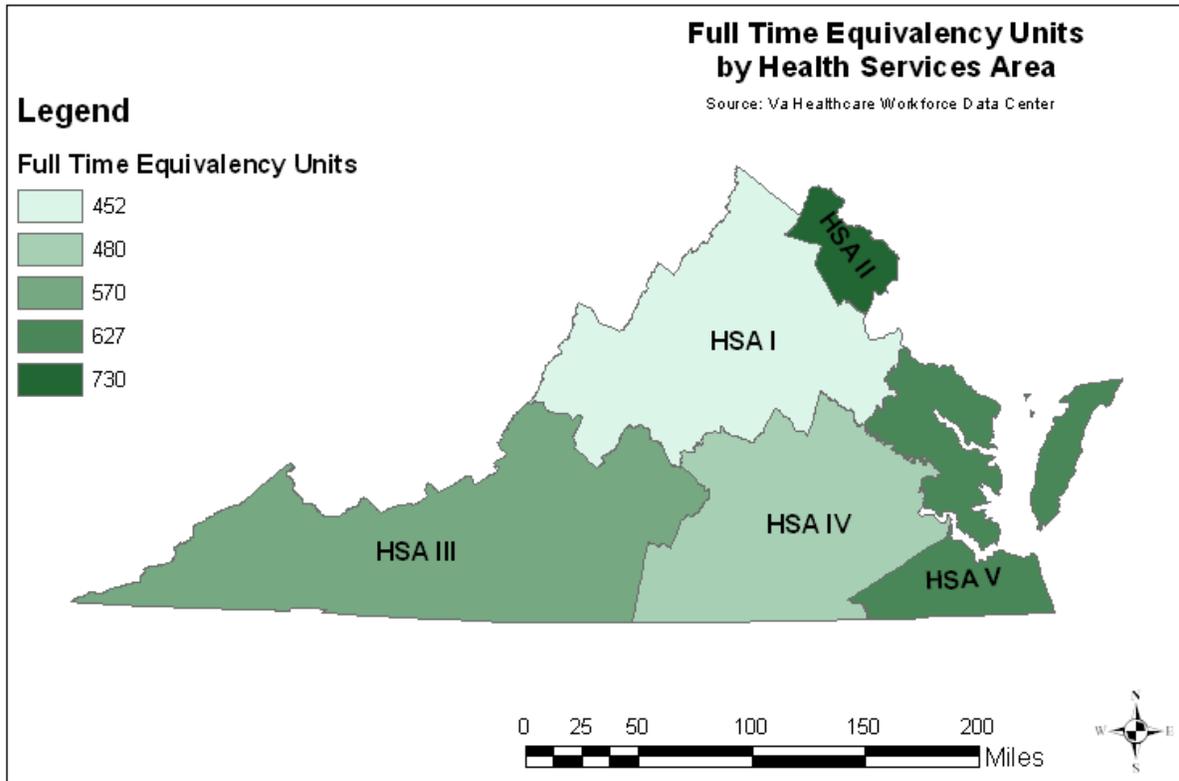
Source: Va. Healthcare Workforce Data Center

² Due to assumption violations in Mixed between-within ANOVA (Levene's Test is significant)









Appendix A: Weights

Rural Status	Location Weight			Total Weight	
	#	Rate	Weight	Min	Max
Metro, 1 million+	2,147	79.04%	1.265174	1.171861	1.513308
Metro, 250,000 to 1 million	423	83.22%	1.201705	1.113073	1.296264
Metro, 250,000 or less	505	79.80%	1.253102	1.160679	1.498868
Urban pop 20,000+, Metro adj	36	77.78%	1.285714	1.190886	1.386885
Urban pop 20,000+, nonadj	0	NA	NA	NA	NA
Urban pop, 2,500-19,999, Metro adj	116	81.90%	1.221053	1.130994	1.317135
Urban pop, 2,500-19,999, nonadj	53	79.25%	1.261905	1.168833	1.361202
Rural, Metro adj	52	82.69%	1.209302	1.12011	1.30446
Rural, nonadj	21	80.95%	1.235294	1.144185	1.477568
Virginia border state/DC	207	72.95%	1.370861	1.269753	1.478731
Other US State	183	66.12%	1.512397	1.40085	1.631404

Age	Age Weight			Total Weight	
	#	Rate	Weight	Min	Max
Under 30	41	65.85%	1.518519	1.477568	1.513308
30 to 34	287	80.14%	1.247826	1.18116	1.486541
35 to 39	361	85.04%	1.175896	1.113073	1.40085
40 to 44	440	84.09%	1.189189	1.125656	1.416686
45 to 49	415	83.86%	1.192529	1.128817	1.420665
50 to 54	451	79.60%	1.256267	1.189151	1.496597
55 to 59	468	79.91%	1.251337	1.184483	1.490723
60 and Over	1,290	73.02%	1.369427	1.296264	1.631404

See the Methods section on the HWDC website for details on HWDC Methods: www.dhp.virginia.gov/hwdc/

Final weights are calculated by multiplying the two weights and the overall response rate:
 $\text{ageweight} \times \text{ruralweight} \times \text{responserate} = \text{final weight.}$

Overall Response Rate: 0.787693

